



State of California
Employment Training Panel

Training Proposal for:
Recycling Industries, Inc.
Agreement Type: **Small Business**
Agreement Number: **ET09-0247**

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **Sacramento**

Analyst: J. Sakamoto

CONTRACTOR:

- Type of Industry: Services:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees:
 - California: 40
 - Worldwide: 40
 - Number to be trained: 10
- Turnover Rate: 16%
- Repeat Contractor: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: SET/HUA/Retrainee
- ETP Funding Amount: \$15,600
- In Kind Contribution: \$7,929
- Average Cost per Trainee: \$1,560
- Post Retention Wage Range: \$12.85
- Health Benefits: \$2.86 per hour
- Occupations to be Trained: Administrative Staff, Laborers
- Training Menu:
 - ☐ Computer ☐ Management
 - ☒ Commercial ☒ Business
 - ☒ Cont. Improvement ☒ Other: Literacy Skills
- Range of Hours: 8 - 60 Weighted Avg: 60
- Multiple Job Numbers: ☐ Yes ☒ No
- County(ies) Served: Sutter

- Union Representation: ☐ Yes ☒ No
- Subcontractors: To Be Determined
- Third Party Services: To Be Determined

INTRODUCTION

This is a clean technology priority industry project.

Founded in 1981 in Yuba City, Recycling Industries, Inc. (Recycling Industries) provides recycling services to businesses and individuals in the Northern California area. For the past 27 years, Recycling Industries has been in business recycling newspaper, magazines, junk mail, white or colored paper, telephone books, cardboard, plastic and glass bottles, and aluminum cans. Recycling Industries also offers a mobile confidential record destruction service as well as having stationary secure collection bins.

ETP funding will allow the company the ability to provide a structured, company-wide training program to teach its frontline workforce the skills needed to become a high performance workplace.

Wage Modification

Recycling Industries is requesting a modification below the SET Frontline wage for training at its facility in Yuba City, which is in a High Unemployment Area (HUA). Recycling Industries is requesting \$12.85 per hour as a minimum wage in accordance with Title 22, California Code of Regulations, Section 4429 (c). This is the ETP minimum wage for Sutter County. In other words, the company is asking for a wage modification below the statewide average hourly, but not as low as allowed under HUA. (The HUA wage for that county is \$9.64 per hour).

RECOMMENDATION

Staff recommends approval of this proposal with the wage modification.